



H-2A Agricultural Clearance Order
Form ETA-790A
U.S. Department of Labor

A. Job Offer Information

1. Job Title * Field Laborer							
2. Workers Needed *		a. Total		b. H-2A		Period of Intended Employment	
		100		50			
3. Begin Date * 12/28/2021						4. End Date * 4/11/2022	
5. Will this job generally require the worker to be on-call 24 hours a day and 7 days a week? * If "Yes", proceed to question 8. If "No", complete questions 6 and 7 below.							<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
6. Anticipated days and hours of work per week *							7. Hourly work schedule *
35	a. Total Hours	7	c. Monday	7	e. Wednesday	7	g. Friday
0		b. Sunday	7	d. Tuesday	7	f. Thursday	0
							a. 3 : 00 <input checked="" type="checkbox"/> AM <input type="checkbox"/> PM b. 11 : 30 <input checked="" type="checkbox"/> AM <input type="checkbox"/> PM
Temporary Agricultural Services and Wage Offer Information							
8a. Job Duties - Description of the specific services or labor to be performed. * (Please begin response on this form and use Addendum C if additional space is needed.) See Addendum C							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units/Special Pay Information \$	
\$ 13.67		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		\$			
9. Is a completed Addendum A providing additional information on the crops or agricultural activities and wage offers attached to this job offer? *							<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10. Frequency of Pay. * <input checked="" type="checkbox"/> Weekly <input type="checkbox"/> Biweekly <input type="checkbox"/> Monthly <input type="checkbox"/> Other (specify): N/A							
11. State all deduction(s) from pay and, if known, the amount(s). * (Please begin response on this form and use Addendum C if additional space is needed.) See Addendum C							



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B. Minimum Job Qualifications/Requirements

1. Education: minimum U.S. diploma/degree required. *			
<input checked="" type="checkbox"/> None <input type="checkbox"/> High School/GED <input type="checkbox"/> Associate's <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's or Higher <input type="checkbox"/> Other degree (JD, MD, etc.)			
2. Work Experience: number of <u>months</u> required. *	1	3. Training: number of <u>months</u> required. *	0
4. Basic Job Requirements (check all that apply) *			
<input type="checkbox"/> a. Certification/license requirements		<input checked="" type="checkbox"/> g. Exposure to extreme temperatures	
<input type="checkbox"/> b. Driver requirements		<input checked="" type="checkbox"/> h. Extensive pushing or pulling	
<input type="checkbox"/> c. Criminal background check		<input checked="" type="checkbox"/> i. Extensive sitting or walking	
<input checked="" type="checkbox"/> d. Drug screen		<input checked="" type="checkbox"/> j. Frequent stooping or bending over	
<input checked="" type="checkbox"/> e. Lifting requirement <u>65</u> lbs.		<input checked="" type="checkbox"/> k. Repetitive movements	
5a. Supervision: does this position supervise the work of other employees? *	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	5b. If "Yes" to question 5a, enter the number of employees worker will supervise. \$	
6. Additional Information Regarding Job Qualifications/Requirements. (Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter " NONE " below) *			
See Addendum C			

C. Place of Employment Information

1. Address/Location *			
Gila K Ranch: 32°38'40.80"N 114°40'16.52"W			
2. City *	3. State *	4. Postal Code *	5. County *
Yuma	Arizona	85365	Yuma
6. Additional Place of Employment Information (If no additional information, enter " NONE " below) *			
Alco has an office at 2750 E. 13th St, Yuma, AZ 85365. Alco has designated the office in Yuma, Arizona as the Application Site. Harvesting will take place in various fields in and around Yuma County, Arizona which consist of one area of intended employment as defined in 20 CFR 655.103(b). Harvesting will be completed at the listed locations which are operated by Betteravia Farms for the purposes of agriculture (Grower). Betteravia Contact: Sandy Leyva, HR Director 8059252478 sandy.leyva@bonipak.com			
7. Is a completed Addendum B providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

D. Housing Information

1. Housing Address/Location *			
Budgetel Inn & Suites, 4062 S Navel Ave			
2. City *	3. State *	4. Postal Code *	5. County *
Yuma	Arizona	85365	Yuma
6. Type of Housing *		7. Total Units *	8. Total Occupancy *
Motel		13	50
9. Housing complies or will comply with the following applicable standards: *		<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal	
10. Additional Housing Information. (If no additional information, enter " NONE " below) *			
The Employer will provide housing for 50 workers at this location. Housing will include 13 units and a total capacity for 50 workers. Each worker will be provided with their own bed. Laundry facilities are on site and free to workers. Catering will be provided.			
11. Is a completed Addendum B providing additional information on housing that will be provided to workers attached to this job order? *			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No



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E. Provision of Meals

1. Describe how the employer will provide each worker with 3 meals a day or furnish free and convenient cooking and kitchen facilities. * (Please begin response on this form and use Addendum C if additional space is needed.)

Workers living in employer provided housing without kitchen facilities will receive three meals per day, seven days a week. A deduction of \$13.17 per day (or higher when the Department of Labor publishes the new maximum meal deduction rate or approves a higher meal charge) for employer-prepared or provided meals will be made from the paychecks of all workers occupying employer provided housing without kitchen facilities. This deduction applies to employees who are offered meals beginning on the first day the worker occupies the employer-provided housing. This deduction will be made for each day the worker is assigned to such housing.

2. If meals are provided, the employer: *

☐ **WILL NOT** charge workers for such meals.

☒ **WILL** charge workers for such meals at \$ 13 . 17 per day per worker.

F. Transportation and Daily Subsistence

1. Describe the terms and arrangement for daily transportation the employer will provide to workers. *

(Please begin response on this form and use Addendum C if additional space is needed.)

Transportation: Company will offer transportation at no cost to workers occupying Company-provided housing to the work site and return on a daily basis. The Company may also offer transportation at no cost to workers who commute to work on a daily basis and workers who elect not to occupy the Company-provided housing from one or more pre-designated pick-up points to and from the daily work site.

2. Describe the terms and arrangements for providing workers with transportation (a) to the place of employment (i.e., inbound) and (b) from the place of employment (i.e., outbound). *

(Please begin response on this form and use Addendum C if additional space is needed.)

Inbound and Return Transportation: The following provisions pertaining to provision or reimbursement for inbound and return transportation and subsistence apply only to persons recruited from outside normal commuting distance.

3. During the travel described in Item 2, the employer will pay for or reimburse daily meals by providing each worker *

a. no less than \$ 13 . 17 per day *

b. no more than \$ 55 . 00 per day with receipts



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G. Referral and Hiring Instructions

1. Explain how prospective applicants may be considered for employment under this job order, including verifiable contact information for the employer, or the employer's authorized hiring representative, methods of contact, and the days and hours applicants will be considered for the job opportunity. *

(Please begin response on this form and use Addendum C if additional space is needed.)

See Addendum C

2. Telephone Number to Apply *

++ (805) 863-6044

3. Email Address to Apply *

Michele.Pena@alcoharvesting.com

4. Website address (URL) to Apply *

N/A

H. Additional Material Terms and Conditions of the Job Offer

1. Is a completed **Addendum C** providing additional information about the material terms, conditions, and benefits (monetary and non-monetary) that will be provided by the employer attached to this job order? *

☒ Yes ☐ No



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I. Conditions of Employment and Assurances for H-2A Agricultural Clearance Orders

By virtue of my signature below, I **HEREBY CERTIFY** my knowledge of and compliance with applicable Federal, State, and local employment-related laws and regulations, including employment-related health and safety laws, and certify the following conditions of employment:

1. **JOB OPPORTUNITY:** Employer assures that the job opportunity identified in this clearance order (hereinafter also referred to as the "job order") is a full-time temporary position being placed with the SWA in connection with an H-2A *Application for Temporary Employment Certification* for H-2A workers and this clearance order satisfies the requirements for agricultural clearance orders in 20 CFR 653, subpart F and the requirements set forth in 20 CFR 655.122. This job opportunity offers U.S. workers no less than the same benefits, wages, and working conditions that the employer is offering, intends to offer, or will provide to H-2A workers and complies with the requirements at 20 CFR 655, Subpart B. The job opportunity is open to any qualified U.S. worker regardless of race, color, national origin, age, sex, religion, handicap, or citizenship.
2. **NO STRIKE, LOCKOUT, OR WORK STOPPAGE:** Employer assures that this job opportunity, including all worksites for which the employer is requesting H-2A labor certification does not currently have workers on strike or being locked out in the course of a labor dispute. 20 CFR 655.135(b).
3. **HOUSING FOR WORKERS:** Employer agrees to provide for or secure housing for H-2A workers and those workers in corresponding employment who are not reasonably able to return to their residence at the end of the work day. That housing complies with the applicable local, State, or Federal standards and is sufficient to house the specified number of workers requested through the clearance system. The employer will provide the housing without charge to the worker. Any charges for rental housing will be paid directly by the employer to the owner or operator of the housing. If public accommodations are provided to workers, the employer agrees to pay all housing-related charges directly to the housing's management. The employer agrees that charges in the form of deposits for bedding or other similar incidentals related to housing (e.g., utilities) must not be levied upon workers. However, the employer may require workers to reimburse them for damage caused to housing by the individual worker(s) found to have been responsible for damage which is not the result of normal wear and tear related to habitation. When it is the prevailing practice in the area of intended employment and the occupation to provide family housing, the employer agrees to provide family housing at no cost to workers with families who request it. 20 CFR 655.122(d), 653.501(c)(3)(vi).

Request for Conditional Access to Intrastate or Interstate Clearance System: Employer assures that the housing disclosed on this clearance order will be in full compliance with all applicable local, State, or Federal standards at least 20 calendar days before the housing is to be occupied. 20 CFR 653.502(a)(3). The Certifying Officer will not certify the application until the housing has been inspected and approved.

4. **WORKERS' COMPENSATION COVERAGE:** Employer agrees to provide workers' compensation insurance coverage in compliance with State law covering injury and disease arising out of and in the course of the worker's employment. If the type of employment for which the certification is sought is not covered by or is exempt from the State's workers' compensation law, the employer agrees to provide, at no cost to the worker, insurance covering injury and disease arising out of and in the course of the worker's employment that will provide benefits at least equal to those provided under the State workers' compensation law for other comparable employment. 20 CFR 655.122(e).
5. **EMPLOYER-PROVIDED TOOLS AND EQUIPMENT:** Employer agrees to provide to the worker, without charge or deposit charge, all tools, supplies, and equipment required to perform the duties assigned. 20 CFR 655.122(f).
6. **MEALS:** Employer agrees to provide each worker with three meals a day or furnish free and convenient cooking and kitchen facilities to the workers that will enable the workers to prepare their own meals. Where the employer provides the meals, the job offer will state the charge, if any, to the worker for such meals. The amount of meal charges is governed by 20 CFR 655.173. 20 CFR 655.122(g).

For workers engaged in the herding or production of livestock on the range, the employer agrees to provide each worker, without charge or deposit charge, (1) either three sufficient meals a day, or free and convenient cooking facilities and adequate provision of food to enable the worker to prepare his own meals. To be sufficient or adequate, the meals or food provided must include a daily source of protein, vitamins, and minerals; and (2) adequate potable water, or water that can be easily rendered potable and the means to do so. 20 CFR 655.210(e).

7. **TRANSPORTATION AND DAILY SUBSISTENCE:** Employer agrees to provide the following transportation and daily subsistence benefits to eligible workers.

A. Transportation to Place of Employment (Inbound)

If the worker completes 50 percent of the work contract period, and the employer did not directly provide such transportation or subsistence or otherwise has not yet paid the worker for such transportation or subsistence costs, the employer agrees to reimburse the worker for reasonable costs incurred by the worker for transportation and daily subsistence from the place from which the worker has come to work for the employer, whether in the U.S. or abroad to the place of employment. The amount of the transportation payment must be no less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. The amount the employer will pay for daily subsistence expenses are those amounts disclosed in this clearance order, which are at least as much as the employer would charge the worker for providing the worker with three meals a day during employment (if applicable), but in no event will less than the amount permitted under 20 CFR 655.173(a). The employer understands that the Fair Labor Standards Act applies independently of the H-2A requirements and imposes obligations on employers regarding payment of wages. 20 CFR 655.122(h)(1).

B. Transportation from Place of Employment (Outbound)

If the worker completes the work contract period, or is terminated without cause, and the worker has no immediate subsequent H-2A employment, the employer agrees to provide or pay for the worker's transportation and daily subsistence from the place of employment to the place from which the worker, disregarding intervening employment, departed to work for the employer. Return transportation will not be provided to workers who voluntarily abandon employment before the end of the work contract period, or who are terminated for cause, if the employer follows the notification requirements in 20 CFR 655.122(n).



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If the worker has contracted with a subsequent employer who has not agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the employer must provide for such expenses. If the worker has contracted with a subsequent employer who has agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the subsequent employer must provide or pay for such expenses.

The employer is not relieved of its obligation to provide or pay for return transportation and subsistence if an H-2A worker is displaced as a result of the employer's compliance with the 50 percent rule as described in sec. 655.135(d) of this subpart with respect to the referrals made after the employer's date of need. 20 CFR 655.122(h)(2).

C. *Daily Transportation*

Employer agrees to provide transportation between housing provided or secured by the employer and the employer's worksite(s) at no cost to the worker. 20 CFR 655.122(h)(3).

D. *Compliance with Transportation Standards*

Employer assures that all employer-provided transportation will comply with all applicable Federal, State, or local laws and regulations. Employer agrees to provide, at a minimum, the same transportation safety standards, driver licensure, and vehicle insurance as required under 29 U.S.C. 1841 and 29 CFR 500.105 and 29 CFR 500.120 to 500.128. If workers' compensation is used to cover transportation, in lieu of vehicle insurance, the employer will ensure that such workers' compensation covers all travel or that vehicle insurance exists to provide coverage for travel not covered by workers' compensation. Employer agrees to have property damage insurance. 20 CFR 655.122(h)(4).

8. **THREE-FOURTHS GUARANTEE:** Employer agrees to offer the worker employment for a total number of work hours equal to at least three-fourths of the workdays of the total period beginning with the first workday after the arrival of the worker at the place of employment or the advertised contractual first date of need, whichever is later, and ending on the expiration date specified in the work contract or in its extensions, if any. 20 CFR 655.122(i).

The employer may offer the worker more than the specified hours of work on a single workday. For purposes of meeting the three-fourths guarantee, the worker will not be required to work for more than the number of hours specified in the job order for a workday, or on the worker's Sabbath or Federal holidays. If, during the total work contract period, the employer affords the U.S. or H-2A worker less employment than that required under this guarantee, the employer will pay such worker the amount the worker would have earned had the worker, in fact, worked for the guaranteed number of days. An employer will not be considered to have met the work guarantee if the employer has merely offered work on three-fourths of the workdays if each workday did not consist of a full number of hours of work time as specified in the job order. All hours of work actually performed may be counted by the employer in calculating whether the period of guaranteed employment has been met. Any hours the worker fails to work, up to a maximum of the number of hours specified in the job order for a workday, when the worker has been offered an opportunity to work, and all hours of work actually performed (including voluntary work over 8 hours in a workday or on the worker's Sabbath or Federal holidays), may be counted by the employer in calculating whether the period of guaranteed employment has been met. 20 CFR 655.122(i).

If the worker is paid on a piece rate basis, the employer agrees to use the worker's average hourly piece rate earnings or the required hourly wage rate, whichever is higher, to calculate the amount due under the three-fourths guarantee. 20 CFR 655.122(i).

If the worker voluntarily abandons employment before the end of the period of employment set forth in the job order, or is terminated for cause, and the employer follows the notification requirements in 20 CFR 655.122(n), the worker is not entitled to the three-fourths guarantee. The employer is not liable for payment of the three-fourths guarantee to an H-2A worker whom the Department of Labor certifies is displaced due to the employer's requirement to hire qualified and available U.S. workers during the recruitment period set out in 20 CFR 655.135(d), which lasts until 50 percent of the period of the work contract has elapsed (50 percent rule). 20 CFR 655.122(i).

Important Note: In circumstances where the work contract is terminated due to contract impossibility under 20 CFR 655.122(o), the three-fourths guarantee period ends on the date of termination.

9. **EARNINGS RECORDS:** Employer agrees to keep accurate and adequate records with respect to the workers' earnings at the place or places of employment, or at one or more established central recordkeeping offices where such records are customarily maintained. All records must be available for inspection and transcription by the Department of Labor or a duly authorized and designated representative, and by the worker and representatives designated by the worker as evidenced by appropriate documentation. Where the records are maintained at a central recordkeeping office, other than in the place or places of employment, such records must be made available for inspection and copying within 72 hours following notice from the Department of Labor, or a duly authorized and designated representative, and by the worker and designated representatives. The content of earnings records must meet all regulatory requirements and be retained by the employer for a period of not less than 3 years after the date of certification by the Department of Labor. 20 CFR 655.122(j).
10. **HOURS AND EARNINGS STATEMENTS:** Employer agrees to furnish to the worker on or before each payday in one or more written statements the following information: (1) the worker's total earnings for the pay period; (2) the worker's hourly rate and/or piece rate of pay; (3) the hours of employment offered to the worker (showing offers in accordance with the three-fourths guarantee as determined in 20 CFR 655.122(i), separate from any hours offered over and above the guarantee); (4) the hours actually worked by the worker; (5) an itemization of all deductions made from the worker's wages; (6) If piece rates are used, the units produced daily; (7) beginning and ending dates of the pay period; and (8) the employer's name, address and FEIN. 20 CFR 655.122(k).

For workers engaged in the herding or production of livestock on the range, the employer is exempt from recording and furnishing the hours actually worked each day, the time the worker begins and ends each workday, as well as the nature and amount of work performed, but otherwise must comply with the earnings records and hours and earnings statement requirements set out in 20 CFR 655.122(j) and (k). The employer agrees to keep daily records indicating whether the site of the employee's work was on the range or off the range. If the employer prorates a worker's wage because of the worker's voluntary absence for personal reasons, it must also keep a record of the reason for the worker's absence. 20 CFR 655.210(f).



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11. **RATES OF PAY:** The employer agrees that it will offer, advertise in its recruitment, and pay at least the Adverse Effect Wage Rate (AEWR), the prevailing hourly wage rate, the prevailing piece rate, the agreed-upon collective bargaining rate, or the Federal or State minimum wage rate, in effect at the time work is performed, whichever is highest. If the worker is paid by the hour, the employer must pay this rate for every hour or portion thereof worked during a pay period. If the offered wage(s) disclosed in this clearance order is/are based on commission, bonuses, or other incentives, the employer guarantees the wage paid on a weekly, semi-monthly, or monthly basis will equal or exceed the AEWR, prevailing hourly wage or piece rate, the legal Federal or State minimum wage, or any agreed-upon collective bargaining rate, whichever is highest.
- If the worker is paid on a piece rate basis and at the end of the pay period the piece rate does not result in average hourly piece rate earnings during the pay period at least equal to the amount the worker would have earned had the worker been paid at the appropriate hourly rate of pay, the employer agrees to supplement the worker's pay at that time so that the worker's earnings are at least as much as the worker would have earned during the pay period if the worker had instead been paid at the appropriate hourly wage rate for each hour worked. 20 CFR 655.120, 655.122(l).
- For workers engaged in the herding or production of livestock on the range, the employer agrees to pay the worker at least the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, in effect at the time work is performed, whichever is highest, for every month of the job order period or portion thereof. If the offered wage disclosed in this clearance order is based on commissions, bonuses, or other incentives, the employer assures that the wage paid will equal or exceed the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, whichever is highest, and will be paid to each worker free and clear without any unauthorized deductions. The employer may prorate the wage for the initial and final pay periods of the job order period if its pay period does not match the beginning or ending dates of the job order. The employer also may prorate the wage if an employee is voluntarily unavailable to work for personal reasons. 20 CFR 655.210(g).
12. **FREQUENCY OF PAY:** Employer agrees to pay workers when due based on the frequency disclosed in this clearance order. 20 CFR 655.122(m).
13. **ABANDONMENT OF EMPLOYMENT OR TERMINATION FOR CAUSE:** If a worker voluntarily abandons employment before the end of the contract period, or is terminated for cause, employer is not responsible for providing or paying for the subsequent transportation and subsistence expenses of that worker, and that worker is not entitled to the three-fourths guarantee, if the employer notifies the Department of Labor and, if applicable, the Department of Homeland Security, in writing or by any other method specified by the Department of Labor or the Department of Homeland Security in the Federal Register, not later than 2 working days after the abandonment or termination occurs. A worker will be deemed to have abandoned the work contract if the worker fails to show up for work at the regularly scheduled time and place for 5 consecutive work days without the consent of the employer. 20 CFR 655.122(n).
14. **CONTRACT IMPOSSIBILITY:** The work contract may be terminated before the end date of work specified in the work contract if the services of the workers are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes fulfillment of the contract impossible, as determined by the U.S. Department of Labor. In the event that the work contract is terminated, the employer agrees to fulfill the three-fourths guarantee for the time that has elapsed from the start date of work specified in the work contract to the date of termination. The employer also agrees that it will make efforts to transfer the worker to other comparable employment acceptable to the worker and consistent with existing immigration laws. In situations where a transfer is not affected, the employer agrees to return the worker at the employer's expense to the place from which the worker, disregarding intervening employment, came to work for the employer, or transport the worker to his/her next certified H-2A employer, whichever the worker prefers. The employer will also reimburse the worker the full amount of any deductions made by the employer from the worker's pay for transportation and subsistence expenses to the place of employment. The employer will also pay the worker for any transportation and subsistence expenses incurred by the worker to that employer's place of employment. The amounts the employer will pay for subsistence expenses per day are those amounts disclosed in this clearance order. The amount of the transportation payment must not be less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. 20 CFR 655.122(o).
- The employer is not required to pay for transportation and daily subsistence from the place of employment to a subsequent employer's worksite if the worker has contracted with a subsequent employer who has agreed to provide or pay for the worker's transportation and subsistence expenses from the present employer's worksite to the subsequent employer's worksite. 20 CFR 655.122(h)(2).
15. **DEDUCTIONS FROM WORKER'S PAY:** Employer agrees to make all deductions from the worker's paycheck required by law. This job offer discloses all deductions not required by law which the employer will make from the worker's paycheck and all such deductions are reasonable, in accordance with 20 CFR 655.122(p) and 29 CFR part 531. The wage requirements of 20 CFR 655.120 will not be met where undisclosed or unauthorized deductions, rebates, or refunds reduce the wage payment made to the employee below the minimum amounts required under 20 CFR part 655, subpart B, or where the employee fails to receive such amounts free and clear because the employee kicks back directly or indirectly to the employer or to another person for the employer's benefit the whole or part of the wage delivered to the employee. 20 CFR 655.122(p).
16. **DISCLOSURE OF WORK CONTRACT:** Employer agrees to provide a copy of the work contract to an H-2A worker no later than the time at which the worker applies for the visa, or to a worker in corresponding employment no later than on the day work commences. For an H-2A worker coming to the employer from another H-2A employer, the employer agrees to provide a copy of the work contract no later than the time an offer of employment is made to the H-2A worker. A copy of the work contract will be provided to each worker in a language understood by the worker, as necessary or reasonable. In the absence of a separate, written work contract entered into between the employer and the worker, the required terms of this clearance order, including all Addendums, and the certified *H-2A Application for Temporary Employment Certification* will be the work contract. 20 CFR 655.122(q).



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17. **ADDITIONAL ASSURANCES FOR CLEARANCE ORDERS:**

- A. Employer agrees to provide to workers referred through the clearance system the number of hours of work disclosed in this clearance order for the week beginning with the anticipated date of need, unless the employer has amended the date of need at least 10 business days before the original date of need by so notifying the Order-Holding Office (OHO) in writing (e.g., e-mail notification). The employer understands that it is the responsibility of the SWA to make a record of all notifications and attempt to inform referred workers of the amended date of need expeditiously. 20 CFR 653.501(c)(3)(i).
- If there is a change to the anticipated date of need, and the employer fails to notify the OHO at least 10 business days before the original date of need, the employer agrees that it will pay eligible workers referred through the clearance system the specified rate of pay disclosed in this clearance order for the first week starting with the originally anticipated date of need or will provide alternative work if such alternative work is stated on the clearance order. 20 CFR 653.501(c)(5).
- B. Employer agrees that no extension of employment beyond the period of employment specified in the clearance order will relieve it from paying the wages already earned, or if specified in the clearance order as a term of employment, providing transportation from the place of employment, as described in paragraph 7.B above. 20 CFR 653.501(c)(3)(ii).
- C. Employer assures that all working conditions comply with applicable Federal and State minimum wage, child labor, social security, health and safety, farm labor contractor registration, and other employment-related laws. 20 CFR 653.501(c)(3)(iii).
- D. Employer agrees to expeditiously notify the OHO or SWA by emailing and telephoning immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment. 20 CFR 653.501(c)(3)(iv).
- E. If acting as a farm labor contractor (FLC) or farm labor contractor employee (FLCE) on this clearance order, the employer assures that it has a valid Federal FLC certificate or Federal FLCE identification card and when appropriate, any required State FLC certificate. 20 CFR 653.501(c)(3)(v).
- F. Employer assures that outreach workers will have reasonable access to the workers in the conduct of outreach activities pursuant to 20 CFR 653.107. 20 CFR 653.501(c)(3)(vii).

I declare under penalty of perjury that I have read and reviewed this clearance order, including every page of this Form ETA-790A and all supporting addendums, and that to the best of my knowledge, the information contained therein is true and accurate. This clearance order describes the actual terms and conditions of the employment being offered by me and contains all the material terms and conditions of the job. 20 CFR 653.501(c)(3)(viii). I understand that to knowingly furnish materially false information in the preparation of this form and any supplement thereto or to aid, abet, or counsel another to do so is a federal offense punishable by fines, imprisonment, or both. 18 U.S.C. 2, 1001.

1. Last (family) name *	2. First (given) name *	3. Middle initial \$
Mackenzie	Jeremy	
4. Title *		
General Manager		
5. Signature (or digital signature) *		6. Date signed *
Digital Signature Verified and Retained By <i>Certifying Officer</i>		11/10/2021

Employment Service Statement

In view of the statutorily established basic function of the Employment Service (ES) as a no-fee labor exchange, that is, as a forum for bringing together employers and job seekers, neither the Department of Labor's Employment and Training Administration (ETA) nor the SWAs are guarantors of the accuracy or truthfulness of information contained on job orders submitted by employers. Nor does any job order accepted or recruited upon by the ES constitute a contractual job offer to which the ETA or a SWA is in any way a party. 20 CFR 653.501(c)(1)(i).

Public Burden Statement (1205-0466)

Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Public reporting burden for this collection of information is estimated to average .63 hours per response for all information collection requirements, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing, reviewing, and submitting the collection of information. The obligation to respond to this data collection is required to obtain/retain benefits (44 U.S.C. 3501, Immigration and Nationality Act, 8 U.S.C. 1101, et seq.). Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Employment and Training Administration, Office of Foreign Labor Certification, 200 Constitution Ave., NW, Suite PPII 12-200, Washington, DC, 20210. (Paperwork Reduction Project OMB 1205-0466). DO NOT send the completed application to this address.



H-2A Agricultural Clearance Order
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A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Broccoli	\$ 13 . 67	Hour	For the following Broccoli packs: Broccoli Crown Iceless Grd 1 Bonipak PECO, Broccoli Iceless 14 Grd 1 Bonipak, Broccoli 14 Grd 1 Bonipak PECO Tagged, Broccoli Iceless 18 Grd 1 Bonipak PECO, Broccoli 18 Grd 1 Bonipak, Broccoli Crown Grd X-LOT Bonipak, Broccoli Floret Loose Tote Grd 1 Bonifresh Totes, Broccoli Wrapped 16 Grd 1 IFCO Tray PECO, Broccoli Crown Climapak Iceless Grd 1 IFCO Tray PECO, Broccoli 16 Climapak Iceless Grd 1 IFCO Tray PECO
	Broccoli	\$ 13 . 67	Hour	For the following Broccoli packs: Asian Crown Grd 1 Bonipak PECO, Broccoli Crown Grd 1 Bonipak PECO, Broccoli 14 Grd 1 Bonipak PECO, Broccoli Asian Crown Grd 1 Bonipak ECORR PECO, Broccoli 14 Grd 1 Bonipak, Broccoli Asian Crown Grd 1 Bonipak, Broccoli Crown Grd 1 Bonipak, Broccoli Iceless 14 Grd 1 Bonipak PECO, Broccoli Asian Crown Iceless Grd 1 Bonipak PECO, Broccoli Crown Iceless Grd 1 Bonipak, Broccoli 18 Grd 1 Bonipak PECO, Broccoli Asian Crown Iceless Grd 1 Bonipak.
	Cilantro 60 Grd 1 Bonipak PECO Tagged	\$ 01 . 50	Piece Rate	
	Celery Stalk Grd ORG Sure Fresh Bin	\$ 12 . 00	Piece Rate	
	Celery Sleeved Logo 2 Grd 1 Bonipak IFCO PECO	\$ 01 . 25	Piece Rate	Dimensions (in inches) of carton: 23.610.615.8
	Celery 2 Grd 1 Bonipak	\$ 01 . 15	Piece Rate	Dimensions (in inches) of carton: 19.0614.5610.81
	Celery 2.5 Grd 1 Bonipak	\$ 01 . 15	Piece Rate	Dimensions (in inches) of carton:19.06x14.56x10.81
	Celery 30 Grd 1 IFCO Tray PECO	\$ 01 . 15	Piece Rate	Dimensions (in inches) of carton:23.6x11.5x15.8
	Celery 24 Blue Band Signature Farms ECORR PECO	\$ 01 . 25	Piece Rate	Dimensions (in inches) of carton:19.75x14.5x9.25
	Celery Sleeved Logo 2.5 Grd 1 Bonipak	\$ 01 . 25	Piece Rate	Dimensions (in inches) of carton:19.06x14.56x10.81



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A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Celery 2.5 BLUE BAND Grd 1 Bonipak PECO	\$ 01 . 25	Piece Rate	Dimensions (in inches) of carton:19.06x14.56x10.81
	Celery Sleeved Logo 2.5 Grd 1 Bonipak PECO	\$ 01 . 25	Piece Rate	Dimensions (in inches) of carton:19.06x14.56x10.81
	Celery 18 Blue Band Signature Farms ECORR PECO	\$ 00 . 95	Piece Rate	Dimensions (in inches) of carton:19.75x14.5x9.25
	Celery Half Sleeved 24 Grd 1 ECORR Bonipak PECO	\$ 01 . 25	Piece Rate	Dimensions (in inches) of carton:19.75x14.5x9.25
	Celery 2.5 Grd 1 Bonipak PECO	\$ 01 . 15	Piece Rate	Dimensions (in inches) of carton:19.06x14.56x10.81
	Celery Sleeved Logo 2 Grd 1 Bonipak	\$ 01 . 25	Piece Rate	Dimensions (in inches) of carton:19.06x14.56x10.81
	Celery Half-Sleeved 2.5 Grd 1 Bonipak	\$ 01 . 25	Piece Rate	Dimensions (in inches) of carton:19.06x14.56x10.81
	Celery 2.5 Blue Band Signature Farms Bonipak PECO	\$ 01 . 25	Piece Rate	Dimensions (in inches) of carton:19.06x14.56x10.81
	Celery 3 Grd 1 Bonipak	\$ 01 . 15	Piece Rate	Dimensions (in inches) of carton:19.06x14.56x10.81
	Celery 24 Grd 1 IFCO Tray PECO	\$ 01 . 15	Piece Rate	Dimensions (in inches) of carton:23.6x10.6x15.8

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A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Celery Sleeved Logo 3 Grd 1 Bonipak	\$ 01 . 25	Piece Rate	Dimensions (in inches) of carton:19.06x14.56x10.81
	Celery Slv Clear 30 Grd 1 IFCO Tray PECO	\$ 01 . 25	Piece Rate	Dimensions (in inches) of carton:23.6x11.5x15.8
	Celery Sleeved Logo 2 Grd 1 Bonipak PECO	\$ 01 . 25	Piece Rate	Dimensions (in inches) of carton:19.06x14.56x10.81
	Celery 2.5 Grd 1 Bonipak Waxless PECO	\$ 01 . 15	Piece Rate	Dimensions (in inches) of carton:19.06x14.56x10.81
	Celery Heart Slv Logo 22 Grd 1 IFCO Tray PECO	\$ 01 . 85	Piece Rate	Dimensions (in inches) of carton:23.6x8.3x15.8
	Celery Heart Sleeved 1.5 Grd1 ECORR Signature Farms JDC PECO	\$ 01 . 85	Piece Rate	Dimensions (in inches) of carton:19.75x14.5x9.25
	Celery Heart Sleeved Logo 1.5 Grd 1 Bonipak	\$ 01 . 85	Piece Rate	Dimensions (in inches) of carton:14.69x9x11.06
	Celery Heart Slv Kroger 22 Grd 1 IFCO Tray PECO	\$ 01 . 85	Piece Rate	Dimensions (in inches) of carton:23.6x8.3x15.8
	Celery Heart Sleeved Logo 1.5 Grd 1 Food Lion PECO	\$ 01 . 85	Piece Rate	Dimensions (in inches) of carton:14.69x9x11.06
	Cilantro 60 Grd 1 HE Bonipak	\$ 01 . 50	Piece Rate	Dimensions (in inches) of carton:19.5x10.63x11.25



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A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Cilantro 60 Grd 1 IFCO Tray PECO Tagged	\$ 01 . 50	Piece Rate	Dimensions (in inches) of carton:23.6x8.3x15.8
	Cilantro 30 Grd 1 Bonipak	\$ 00 . 75	Piece Rate	Dimensions (in inches) of carton:19.5x8.5x11.25
	Green Leaf 18 Grd 1 IFCO Tray PECO Tagged	\$ 00 . 70	Piece Rate	Dimensions (in inches) of carton:19.5x10.63x11.25
	Green Leaf Climapak 24 Grd 1 Bonipak PECO	\$ 00 . 85	Piece Rate	Dimensions (in inches) of carton:19.88x14.63x13.25
	Green Leaf Climapak 24 Grd 1 Bonipak	\$ 00 . 85	Piece Rate	Dimensions (in inches) of carton:19.88x14.63x13.25
	Green Leaf Sleeved Logo 18 Grd 1 IFCO Tray PECO	\$ 01 . 25	Piece Rate	Dimensions (in inches) of carton:23.6x11.5x15.8
	Green Leaf 18 Jumbo Grd 1 Bonipak PECO	\$ 00 . 70	Piece Rate	Dimensions (in inches) of carton:19.88x14.63x13.25
	Green Leaf Sleeved Logo 18 Grd 1 Bonipak PECO	\$ 01 . 25	Piece Rate	Dimensions (in inches) of carton:19.88x14.63x13.25
	Lettuce Clear 24 Grd PRE Bonipak PECO	\$ 01 . 65	Piece Rate	Dimensions (in inches) of carton:23.19x10.25x15.19
	Lettuce Clear 24 Grd PRE Bonipak	\$ 01 . 65	Piece Rate	Dimensions (in inches) of carton:23.19x10.25x15.19



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A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Lettuce Clear 24 Grd 1 IFCO PECO WM	\$ 01 . 65	Piece Rate	Dimensions (in inches) of carton:23.6x10.6x15.8
	Lettuce Logo 24 Grd 1 Bonipak	\$ 01 . 65	Piece Rate	Dimensions (in inches) of carton:23.19x10.25x15.19
	Lettuce Clear 24 INS Grd 1 Bonipak PECO	\$ 01 . 65	Piece Rate	Dimensions (in inches) of carton:23.19x10.25x15.19
	Lettuce Liner 24 Grd 1 Bonipak	\$ 01 . 40	Piece Rate	Dimensions (in inches) of carton:23.19x10.25x15.19
	Lettuce Machine Wrap: Lettuce Clear 24 FW Grd PRE Bonipak PECO	\$ 00 . 90	Piece Rate	Dimensions (in inches) of carton:23.19x10.25x15.19
	Lettuce Machine Wrap: Lettuce Clear 24 FW Grd Pre X-LOT Boipak PECO	\$ 00 . 90	Piece Rate	Dimensions (in inches) of carton:23.19x10.25x15.19
	Lettuce Machine Wrap: Lettuce Clear 24 FW Grd 1 IFCO PECO WM	\$ 00 . 90	Piece Rate	Dimensions (in inches) of carton:23.6x10.6x15.8
	Lettuce - Machine Wrap Lettuce Clear 24 FW Grd PRE Bonipak	\$ 00 . 90	Piece Rate	Dimensions (in inches) of carton:23.19x10.25x15.19
	Lettuce - Machine Wrap Lettuce Clear 24 FW Grd X-LOT Bonipak	\$ 00 . 90	Piece Rate	Dimensions (in inches) of carton:23.19x10.25x15.19
	Lettuce - Machine Wrap Lettuce Clear 24 FW Grd 1 TOSCA PECO WM	\$ 00 . 90	Piece Rate	Dimensions (in inches) of carton:23.6x10.6x15.8



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A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Lettuce Clear 30 Grd PRE Bonipak PECO	\$ 01 . 75	Piece Rate	Dimensions (in inches) of carton:23.19x10.25x15.19
	Lettuce Jumbo Clear 24 Grd 1 Bonipak PECO	\$ 01 . 65	Piece Rate	Dimensions (in inches) of carton:23.31x12x15.31
	Lettuce Jumbo Clear 24 Grd 1 Bonipak	\$ 01 . 65	Piece Rate	Dimensions (in inches) of carton:23.31x12x15.31
	Lettuce Clear 30 Grd PRE Bonipak	\$ 01 . 75	Piece Rate	Dimensions (in inches) of carton:23.19x10.25x15.19
	Lettuce Clear 24 Grd X-LOT Bonipak	\$ 01 . 65	Piece Rate	Dimensions (in inches) of carton:23.19x10.25x15.19
	Lettuce Clear 24 Grd Pre X-LOT Bonipak PECO	\$ 01 . 65	Piece Rate	Dimensions (in inches) of carton:23.19x10.25x15.19
	Lettuce Liner 30 Grd X-LOT Bonipak	\$ 01 . 40	Piece Rate	Dimensions (in inches) of carton:23.19x10.25x15.19
	Lettuce Naked 24 Grd 1 Bonipak	\$ 01 . 40	Piece Rate	Dimensions (in inches) of carton:23.19x10.25x15.19
	Lettuce Logo 30 Grd 1 Bonipak	\$ 01 . 75	Piece Rate	Dimensions (in inches) of carton:23.19x10.25x15.19
	Lettuce Logo 30 Grd 1 Bonipak	\$ 01 . 40	Piece Rate	Dimensions (in inches) of carton:23.19x10.25x15.19



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A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Lettuce Logo 24 X-LOT Bonipak	\$ 01 . 65	Piece Rate	Dimensions (in inches) of carton:23.19x10.25x15.19
	Celery 2.5 Grd ORG Bonipak	\$ 01 . 15	Piece Rate	Dimensions (in inches) of carton:19.06x14.56x10.81
	Celery Sleeved 15 Grd ORG Marketside IFCO PECO	\$ 00 . 90	Piece Rate	Dimensions (in inches) of carton:23.6x7.2x15.8
	Celery Heart Sleeved Logo 1.5 Grd ORG "O" PECO	\$ 01 . 85	Piece Rate	Dimensions (in inches) of carton:14.69x9x11.06
	Celery Heart Slv 12x2 Grd ORG Marketside IFCO PECO	\$ 01 . 85	Piece Rate	Dimensions (in inches) of carton:23.6x5.2x15.8
	Celery 2.5 Grd ORG Bonipak PECO	\$ 01 . 15	Piece Rate	Dimensions (in inches) of carton:19.06x14.56x10.81
	Celery Sleeved 15 Grd ORG Bonipak IFCO PECO	\$ 01 . 25	Piece Rate	Dimensions (in inches) of carton:23.6x7.2x15.8
	Celery Sleeved Logo 2.5 Grd ORG Bonipak	\$ 01 . 25	Piece Rate	Dimensions (in inches) of carton:19.06x14.56x10.81
	Celery Heart Slv 14x2 Simple Truth Grd ORG IFCO Tray PECO	\$ 01 . 85	Piece Rate	Dimensions (in inches) of carton:23.6x5.2x15.8
	Celery Sleeved Logo 2.5 Grd ORG Bonipak PECO	\$ 01 . 25	Piece Rate	Dimensions (in inches) of carton:19.06x14.56x10.81



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A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Celery Heart Slv Logo 1.5 Grd ORG Bonipak	\$ 01 . 85	Piece Rate	Dimensions (in inches) of carton:14.69x9x11.06
	Celery Sleeved Logo 2 Grd ORG ECORR Bonipak PECO	\$ 01 . 25	Piece Rate	Dimensions (in inches) of carton:19.75x14.5x9.25
	Romaine Hearts 12x3 Grd ORG "O" PECO JDC	\$ 01 . 60	Piece Rate	Dimensions (in inches) of carton:19.25x10.5x12.88
	Romaine Hearts 15x3 Grd ORG Marketside IFCO PECO	\$ 01 . 80	Piece Rate	Dimensions (in inches) of carton:23.6x11.5x15.8
	Romaine Hearts 12x3 Grd ORG PCO PECO	\$ 01 . 60	Piece Rate	Dimensions (in inches) of carton:19.25x10.5x12.88
	Romaine Hearts 12x3 Grd ORG Bonipak	\$ 01 . 60	Piece Rate	Dimensions (in inches) of carton:19.25x10.5x12.88
	Romaine Hearts 12x3 Grd ORG Simple Truth IFCO PECO SBD	\$ 01 . 60	Piece Rate	Dimensions (in inches) of carton:23.6x11.5x15.8
	Romaine Hearts 7x6 Grd ORG "O" PECO JDC	\$ 01 . 75	Piece Rate	Dimensions (in inches) of carton:23.1875x15.5625x10.75
	Red Leaf 18 Grd 1 IFCO Tray PECO Tagged	\$ 00 . 70	Piece Rate	Dimensions (in inches) of carton:23.6x11.5x15.8
	Red Leaf Climapak 24 Grd 1 Bonipak PECO	\$ 00 . 85	Piece Rate	Dimensions (in inches) of carton:19.88x14.63x13.25



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A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Red Leaf ClimaPak 24 Grd 1 Bonipak	\$ 00 . 85	Piece Rate	Dimensions (in inches) of carton:19.88x14.63x13.25
	Red Leaf 18 Jumbo Grd 1 Bonipak PECO	\$ 00 . 70	Piece Rate	Dimensions (in inches) of carton:19.88x14.63x13.25
	Red Leaf 24 Grd 1 Bonipak	\$ 00 . 85	Piece Rate	Dimensions (in inches) of carton:19.88x14.63x13.25
	Red Leaf 18 Grd 1 IFCO Tray PECO	\$ 00 . 70	Piece Rate	Dimensions (in inches) of carton:23.6x11.5x15.8
	Romaine Climapak 24 Grd 1 Bonipak	\$ 00 . 85	Piece Rate	Dimensions (in inches) of carton:23.25x11.88x15.38
	Romaine 15 Grd 1 IFCO PECO Tagged	\$ 00 . 55	Piece Rate	Dimensions (in inches) of carton:23.6x11.5x15.8
	Romaine Climapak 24 Grd Bonipak PECO	\$ 00 . 85	Piece Rate	Dimensions (in inches) of carton:23.25x11.88x15.38
	Romaine Sleeved 18 Grd 1 Bonipak IFCO PECO	\$ 01 . 25	Piece Rate	Dimensions (in inches) of carton:23.6x11.5x15.8
	Romaine Sleeved 24 Grd 1 Bonipak	\$ 01 . 65	Piece Rate	Dimensions (in inches) of carton:23.25x11.88x15.38
	Romaine Climapak 18 Jumbo Grd 1 Bonipak PECO	\$ 00 . 70	Piece Rate	Dimensions (in inches) of carton:23.25x11.88x15.38



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A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Romaine Sleeved 24 Grd 1 Bonipak PECO	\$ 01 . 65	Piece Rate	Dimensions (in inches) of carton:23.25x11.88x15.38
	Romaine 24 Grd 1 Bonipak	\$ 00 . 85	Piece Rate	Dimensions (in inches) of carton:23.25x11.88x15.38
	Romaine Climapak 24 Grd X-lot Bonipak	\$ 00 . 85	Piece Rate	Dimensions (in inches) of carton:23.25x11.88x15.38
	Romaine 50# Grd 1 Bonipak	\$ 01 . 20	Piece Rate	Dimensions (in inches) of carton:23.31x14x19.56
	Romaine Sleeved 18 Grd 1 Bonipak	\$ 01 . 25	Piece Rate	Dimensions (in inches) of carton:23.25x11.88x15.38
	Romaine Hearts 12x3 22oz Grd 1 Bilingual Bonipak	\$ 01 . 60	Piece Rate	Dimensions (in inches) of carton:19.25x10.5x12.88
	Romaine Hearts 12x3 Grd 1 Signature Farms JDC PECO	\$ 01 . 60	Piece Rate	Dimensions (in inches) of carton:19.25x10.5x12.88
	Romaine Hearts 15x3 Grd 1 Bonipak IFCO PECO	\$ 01 . 85	Piece Rate	Dimensions (in inches) of carton:23.62x11.26x15.75
	Romaine Hearts 12x3 Grd 1 Signature Farms SBD PECO	\$ 01 . 60	Piece Rate	Dimensions (in inches) of carton:19.25x10.5x12.88
	Romaine Hearts Kroger 15x3 Grd 1 Bonipak PECO SBD	\$ 01 . 85	Piece Rate	Dimensions (in inches) of carton:23.62x11.26x15.75



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A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Romaine Hearts Kroger 15x3 Grd 1 TOSCA PECO SBD	\$ 01 . 85	Piece Rate	Dimensions (in inches) of carton:23.62x11.26x15.75
	Romaine Loose Hearts 48 CT Grd 1 Bonipak FS	\$ 01 . 60	Piece Rate	Dimensions (in inches) of carton:19.75x9.88x15.5
	Romaine Hearts 12x3 Grd 1 Signature Farms No Date PECO	\$ 01 . 60	Piece Rate	Dimensions (in inches) of carton:19.25x10.5x12.88
	Romaine Hearts 12x3 18oz Grd 1 Bonipak	\$ 01 . 60	Piece Rate	Dimensions (in inches) of carton:19.25x10.5x12.88
	Romaine Hearts 7x6 Grd 1 Signature Farms SBD PECO	\$ 01 . 70	Piece Rate	Dimensions (in inches) of carton:23.1875x15.5625x10.75
	Romaine Hearts 12x3 Grd 1 Kroger	\$ 01 . 60	Piece Rate	Dimensions (in inches) of carton:19.25x10.5x12.88
	Romaine Hearts 12x3 Grd 1 Ahold PECO	\$ 01 . 60	Piece Rate	Dimensions (in inches) of carton:19.25x10.5x12.88
	Romaine Hearts 7x6 Grd 1 Bonipak	\$ 01 . 70	Piece Rate	Dimensions (in inches) of carton:23.1875x15.5625x10.75
	Romaine Hearts 12x3 Grd 1 FW Signature Farms JDC PECO	\$ 00 . 90	Piece Rate	Dimensions (in inches) of carton:19.25x10.5x12.88
	Romaine Hearts 12x3 Grd 1 FW Signature Farms SBD PECO	\$ 00 . 90	Piece Rate	Dimensions (in inches) of carton:19.25x10.5x12.88



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A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Romaine Hearts 12x3 22oz Grd 1 Bilingual FW Bonipak	\$ 00 90	Piece Rate	Dimensions (in inches) of carton:19.25x10.5x12.88
	Romaine Heart 15X3 Grd 1 FW Kroger SBD TOSCA PECO	\$ 01 00	Piece Rate	Dimensions (in inches) of carton:23.62x11.26x15.75
	Spinach Rootless 24 Grd 1 Bonipak	\$ 00 80	Piece Rate	Dimensions (in inches) of carton:19.5x11.75x12.88
	Spinach Rootless 24 Grd 1 Bonipak PECO	\$ 00 80	Piece Rate	Dimensions (in inches) of carton:19.5x11.75x12.88
	Spinach 24 Grd 1 IFCO Tray PECO Tagged	\$ 00 80	Piece Rate	Dimensions (in inches) of carton:23.6x10.6x15.8
	Romaine Lettuce Harvest Hours	\$ 13 85	Hour	No less than 13.85 per hour
	Iceberg Lettuce Harvest Hours	\$ 13 85	Hour	No less than 13.85 per hour
	Cauliflower Harvest Hours,	\$ 13 91	Hour	No less than 13.91 per hour
		\$.		
		\$.		



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Betteravia Farms	Nora Ranch: 3245'48.61"N 11431'28.49"W Yuma, Arizona 85365		12/28/2021	4/11/2022	50
Betteravia Farms	Harrison Home Ranch: 3247'8.16"N 11431'14.42"W Yuma, Arizona 85365		12/28/2021	4/11/2022	50
Betteravia Farms	Yates Ranch: 3247'30.41"N 11430'48.90"W Yuma, Arizona 85365		12/28/2021	4/11/2022	50
Betteravia Farms	Ranch 14: 3248'51.71"N 11430'24.41"W Yuma, Arizona 85365		12/28/2021	4/11/2022	50
Betteravia Farms	Black Ranch: 3248'34.79"N 11430'32.19"W Yuma, Arizona 85365		12/28/2021	4/11/2022	50
Betteravia Farms	Land Ranch: 3248'35.84"N 11429'51.11"W Yuma, Arizona 85365		12/28/2021	4/11/2022	50
Betteravia Farms	H Ranch: 3248'48.41"N 11429'47.94"W Yuma, Arizona 85365		12/28/2021	4/11/2022	50
Betteravia Farms	Smith Ranch: 3246'23.76"N 11431'8.28"W Yuma, Arizona 85365		12/28/2021	4/11/2022	50
Betteravia Farms	BC - 400's: 3245'40.40"N 11430'28.27"W Yuma, Arizona 85365		12/28/2021	4/11/2022	50
Betteravia Farms	BC - 500's: 3245'13.96"N 11430'44.08"W Yuma, Arizona 85365		12/28/2021	4/11/2022	50



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Betteravia Farms	Ramsey Ranch: 3246'31.52"N 11421'58.79"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Sturges: 3241'49.21"N 114 4'13.55"W Roll, Arizona 85347 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Antelope Ranch: 3243'37.38"N 114 1'11.21"W Roll, Arizona 85347 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Bud Ranch: 3243'41"N 114 1'12"W Roll, Arizona 85374 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Pump Ranch: 3243'15.73"N 114 0'26.89"W Roll, Arizona 85347 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Thelander Ranch: 3243'39.28"N 114 0'5.50"W Roll, Arizona 85374 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Klingenburg Ranch: 3243'52"N 113 59'27"W Roll, Arizona 85347 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Murdock Ranch 1: 3244'49.41"N 11358'58.52"W Roll, Arizona 85347 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Murdock Ranch 2: 3243'56.71"N 11358'49.72"W Roll, Arizona 85347 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Rock Ranch : 3244'05"N 11359'58"W Roll, Arizona 85347 YUMA		12/28/2021	4/11/2022	50



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Betteravia Farms	Terry Ranch: 3244'1.45"N 114 2'44.99"W Roll, Arizona 85347 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Valley Seed Ranch: 3245'48.54"N 11358'41.98"W Roll, Arizona 85347 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Hardway: 3246'4.11"N 11358'31.37"W Roll, Arizona 85347 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Ranch 4: 3231'29.70"N 11443'37.61"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Ranch 19: 3230'35"N 11446'16"W San Luis, Arizona 85349 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Ranch 67: 3238'54.11"N 11440'11.68"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Ranch 69: 3239'38"N 11439'02"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Ranch 72: 3239'37.81"N 11439'38.60"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Ranch 92: 3232'23.35"N 11444'34.37"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Ranch 300's and 80's: 3237'9.26"N 11443'43.50"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50



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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Betteravia Farms	Ranch 414: 3243'19"N 11441'23"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Ranch 800: 3240'16.09"N 11440'12.03"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Ranch 801: 3241'23"N 11442'27"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Ranch 906: 3240'36.59"N 11440'17.88"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Ranch 898,899,900 & 901: 3238'53.19"N 11443'5.15"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	R-4A Ranch: 3245'07"N 114 01'11"W Roll, Arizona 85347 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Abadi 61: 3245'00"N 113 59'43"W Roll, Arizona 85347 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Daniels Ranch 40: 3232'31.06"N 11446'52.97"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Hartman Ranch: 3243'16.31"N 11426'32.99"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Home East Ranch: 3246'21.94"N 11355'58.50"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Betteravia Farms	Musgrove Ranch: 3242'04"N 11432'06"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	McPhaul Ranch: 3245'08"N 11425'26"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Sakata Seed: 3242'34.8"N 11432'50.0"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Sunstone Toland Williams Ranch: 3247'4.35"N 11350'14.74"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Sunshine Ranch: 3240'14.99"N 11438'46.61"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Willis 52: 3245'08"N 113 59'06"W Roll, Arizona 85374 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Y-1 Ranch: 3237'59.8"N 11445'10.5"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Y-5 Ranch: 3236'11.50"N 11445'1.16"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Y-8 Ranch: 3236'56.27"N 11444'49.26"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Y-9 Ranch: 3233'3.75"N 11444'16.34"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Betteravia Farms	Y-10 Ranch: 3231'5.23"N 11445'19.69"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Y-14 Ranch: 3238'28"N 11438'48"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Y-23 Ranch: 3236'32.43"N 11444'59.16"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Y-36 Ranch: 3238'56"N 11442'42"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Y-37 Ranch: 3238'24.7"N 11443'07.6"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Bann: 3240'41.46"N 11443'1.59"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Beech: 3241'4.87"N 11443'5.75"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Benton: 3237'27"N 11439'37"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Brand: 3241'7.05"N 11443'34.16"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Brew and Dresser: 3240'56.93"N 11442'53.40"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Betteravia Farms	Burrows: 3241'21.21"N 11443'5.84"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Chapman 80: 3238'21"N 11440'07"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Frenchman: 3241'47.30"N 11442'24.25"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Holling: 3241'14"N 11443'16"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Hole: 3240'52.98"N 11443'33.47"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Home: 3240'51.83"N 11442'26.45"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Kent: 3240'47.13"N 11443'19.19"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Lind: 3240'14.71"N 11443'16.23"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Neva: 3240'41.72"N 11442'40.86"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Pritchett: 3240'23.38"N 11444'20.61"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Betteravia Farms	R-1 Ranch: 3245'53.85"N 11357'57.89"W Roll, Arizona 85347		12/28/2021	4/11/2022	50
Betteravia Farms	R-3 Ranch: 3245'35.23"N 11359'47.72"W Roll, Arizona 85347		12/28/2021	4/11/2022	50
Betteravia Farms	R-36B Ranch: 3246'15.96"N 11357'48.47"W Roll, Arizona 85347		12/28/2021	4/11/2022	50
Betteravia Farms	R-4 Ranch: 3245'28.97"N 114 0'46.72"W Roll, Arizona 85347		12/28/2021	4/11/2022	50
Betteravia Farms	R-22 Ranch: 3248'18.65"N 11347'13.06"W Roll, Arizona 85347		12/28/2021	4/11/2022	50
Betteravia Farms	Cobb-Home Ranch: 3247'20.32"N 11352'35.78"W Tacna, Arizona 85356		12/28/2021	4/11/2022	50
Betteravia Farms	Davidson Ranch: 3243'41.91"N 11357'21.34"W Tacna, Arizona 85356		12/28/2021	4/11/2022	50
Betteravia Farms	Rancho Caf: 3244'51.35"N 11356'38.35"W Tacna, Arizona 85356		12/28/2021	4/11/2022	50
Betteravia Farms	Yarbro Ranch: 3244'52.06"N 11355'47.30"W Tacna, Arizona 85356		12/28/2021	4/11/2022	50
Betteravia Farms	Prina Ranch: 3248'2.54"N 11349'28.73"W Tacna, Arizona 85356		12/28/2021	4/11/2022	50



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Betteravia Farms	Diwan Ranch: 3247'32.67"N 11349'30.74"W Tacna, Arizona 85356 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Federal Ranch: 3248'18.44"N 11349'45.19"W Tacna, Arizona 85356 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Litrell Ranch: 3247'32.14"N 11352'28.23"W Tacna, Arizona 85356 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Palmas 7, 123: 3246'57.43"N 11353'52.46"W Tacna, Arizona 85356 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Palmas 28, 29: 3247'2.90"N 11354'16.73"W Tacna, Arizona 85356 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Ramada: 3247'58.0"N 11348'38.6"W Tacna, Arizona 85356 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Ernie: 3246'48.7"N 11353'13.8"W Tacna, Arizona 85356 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Meyers: 3248'13.3"N 11350'38.9"W Tacna, Arizona 85356 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Ludwig: 3247'04.3"N 11353'12.6"W Tacna, Arizona 85356 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Gila Monster Ranch: 3243'57.25"N 11428'26.02"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Betteravia Farms	Molina Ranch: 3245'9.29"N 11430'9.34"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	James Dunn Home Ranch: 3242'11.38"N 11431'13.00"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Dunn 80 Ranch: 3242'27"N 11428'08"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Chavez Ranch: 3246'46"N 11430'30"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Blaisdale Ranch: 3243'02"N 11425'40"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	East Rice Ranch: 3246'15"N 11422'53"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Fairview Ranch: 3239'54"N 11413'22"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	JRS Ranch: 3246'30"N 11430'55"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Monk Ranch: 3239'59"N 11414'24"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Patricia Home Ranch: 3245'23"N 11421'10"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Betteravia Farms	Yates Ranch: 3246'24"N 11430'35"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Gila K Ranch: 3238'40.80"N 11440'16.52"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50
Betteravia Farms	Harrison 1 1/2 St. and 2nd St Ranches: 3248'19.19"N 11430'43.18"W Yuma, Arizona 85365		12/28/2021	4/11/2022	50
Betteravia Farms	Lindsey Ranch 6 ? 13: 3242'38.46"N 11430'33.96"W Yuma, Arizona 85365 YUMA		12/28/2021	4/11/2022	50



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H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>Field Worker Head Lettuce (Iceberg), Bulk Lettuce (Iceberg) Romaine, Red Leaf, Green Leaf, Organic Romaine, Celery, Organic Celery, Romaine Hearts, Organic Romaine Hearts, Broccoli, Cauliflower, Spinach, Cilantro, to perform the following duties:</p> <p>Field worker to harvest both conventional and organic green leaf, red leaf &, romaine. Cut, bag, pack, and load fresh product in the field. Cutting is done on harvesting machine by using hands and cutting knife. Using a harvesting hand knife and bending at the waist, the employee cuts the head from the roots and trims the outer leaves from the head to prepare it to be packed into a carton, bag, tote or bin. The process is repeated. Worker is responsible for cleaning of equipment and maintenance of yard. Worker is also responsible for operating Tractors and machines used to perform this task.</p> <p>Field worker to harvest romaine, organic romaine, head lettuce (iceberg), organic romaine hearts, and romaine hearts. Cut, bag, pack, and load fresh product in the field. Cutting is done on harvesting machine by using hands and cutting knife. Using a harvesting hand knife and bending at the waist, the employee cuts the head from the roots and trims the outer leaves from the head to prepare it to be packed into a carton, tote or bin. The process is repeated. Worker is responsible for cleaning of equipment and maintenance of yard. Worker is also responsible for operating Tractors and machines used to perform this task.</p> <p>Field worker to harvest celery and organic celery. Cut, bunch, pack, and load fresh celery in the field. Cutting is done on harvesting machine by using hands and cutting knife. Using a harvesting hand knife and bending at the waist, the employee cuts the stalk from the roots and trims the outer stalks from the stalk to prepare it to be packed into a carton, tote or bin. Worker is also responsible for operating Tractors and machines used to perform this task. The process is repeated. Worker responsible for cleaning of equipment and maintenance of yard. Worker is also responsible for operating Tractors and machines used to perform this task.</p> <p>Field worker to harvest bulk lettuce. Cut and core fresh iceberg lettuce in the field. Cutting and coring is done on a harvesting belt using hands and a cutting/coring knife. Using a coring knife and bending at the waist, the employee cuts the lettuce from the root, trims the outer leaves, cores the center of the lettuce with a knife and places on belt. The process is repeated, workers are responsible for cleaning of equipment.</p> <p>Field Worker to harvest spinach & cilantro. Cutting is done by kneeling on beds next to a machine or without a machine. The employee determines the size and quality of the product to be harvested. Then, using a harvesting hand knife, the employee cuts the appropriate amount of product from its roots, cleans by hand the defective leaves and trims the stems. The product is then either tied, sleeved or banded before being packed or placed into a box/tote or placed on a belt. The cartons or totes have a specific count or weight requirement.</p> <p>Field worker to harvest organic broccoli, broccoli, cauliflower, and organic cauliflower. Cut, trim, bag, pack, and load fresh broccoli and cauliflower in the field. Cutting is done on harvesting machine by using hands and cutting knife. Using a harvesting hand knife and bending at the waist, the employee cuts the head from the roots and trims the outer leaves from the head to prepare it to be packed into a carton, tote or bin. The process is repeated. Tying cauliflower. Worker is responsible for cleaning of equipment and maintenance of yard. Worker is also responsible for operating Tractors and machines used to perform this task.</p>			

b. Job Offer Information 2

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Deductions from Pay
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>Authorized Deductions:The following deductions will be made from the worker's pay: FICA (if applicable); federal income tax withholding (if applicable); state and/or local tax withholding (if applicable); recovery of any loss to the Company due to damage or loss of equipment/tools; housing or furnishings (beyond normal wear and tear) caused by the worker (if any)- The employer will not make any deduction from the wage or require any reimbursement from an employee for any cash shortage, breakage, or loss of equipment, unless it can be shown that such shortage, breakage, or loss is caused by a dishonest or willful act, or by the gross negligence of the employee; medical insurance payments if applicable; cash advances, if applicable; and deductions expressly authorized by the worker in writing (if any). No deductions except those required or permitted by law will be made which bring the worker's earnings for any pay period below the applicable statutory federal or state minimum wage</p>			



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H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Additional Information Regarding Job Qualifications/Requirements
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>1 month of experience in any of the commodities listed. Specific requirements include lifting up to 50-65 pounds frequently and being able to use hand tools, including cutting knives. Must be able to work under conditions where skin and clothing become heavily soiled with mud, water, grease, etc. Must be able to work outdoors in inclement weather conditions, including rain, cold, high winds, etc. Work involves frequent bending and working in bent or stooped positions. Must be able to walk and stand up extensively. No smoking, alcohol, firearms in the field or residential housing. Work is performed in open fields and may involve exposure to mud, dust, wind, heat, cold, and other natural elements. Temperatures can range from 30 degrees Fahrenheit to over 100 degrees Fahrenheit during the period of employment.</p>			

d. Job Offer Information 4

1. Section/Item Number *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Applicants should thoroughly familiarize themselves with the job specifications and the terms and conditions of employment in this Clearance Order before contacting the employer or seeking a referral. Only workers meeting all the qualifications for Employment, who are able, willing and qualified to perform the work, with or without reasonable accommodations, who are eligible for employment in the United States, and who will be available at the time and place needed, should contact or be referred to the employer.</p> <p>Applicants who contact the employer by telephone or in person will complete an applicant screening process. The employment contract is made available to the applicant in person, by fax, or email once the screening process is completed and an offer of employment has been made. Telephone or in-person interviews will be at no cost to workers.</p> <p>Walk-in applicants should bring with them documentation of identity and employment eligibility, so that if an offer of employment is made the required pre-employment paperwork can be completed. Walk-in applications will be accepted at:</p> <p>2750 E. 13th St, Yuma, AZ 85365 Phone: (928) 487-0658 Alco Referral Contact: Carlos F. Encinas Email address: carlos.encinas@alcoharvesting.com</p> <p>Contact hours are Monday through Friday, 8 a.m. to 5 p.m. Collect telephone calls will not be accepted directly from job applicants and persons inquiring about employment. All referrals from State Workforce Agencies must be sent to the employer by telephone or email and must include referral contact name, phone number, and email address if an email address is available.</p> <p>Applicants and referrals, not applying in person, will be sent an employment application and the employment disclosures required by law. Applicants and referrals will not be considered to have applied until a properly completed and signed application is provided to the Company indicating that the worker has received a copy in writing of the Migrant and Seasonal Agricultural Worker employment disclosures (or Contract containing disclosures) as required by law. The Company will interview non-local applicants by telephone and make hiring commitments to qualified, eligible applicants.</p> <p>Documentation of identity and employment authorization (original documents only) sufficient to complete an I-9 Form, as required by the Immigration Reform and Control Act, must be in the possession of the worker at the time the worker reports for work and will be examined by the Company as a condition for completing the hiring process. Walk-in applicants whose pre-employment paperwork was completed at the time of hire must have a valid identity document when they report to work. No worker will be considered to have completed the hiring process, nor be permitted to start work, and/or occupy Company-provided housing, without completing an I-9 Form and presenting required documentation of identity and employment eligibility within the legally required time frames. Although the job holding office is not required to verify employment authorization documentation, Employer requests that the Employment Service staff apprise applicants that they will be required to provide documentary proof of work authorization to the Employer.</p>			



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H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - ANTICIPATED HOURS OF WORK
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>The normal work week is 7 hours per day, Monday through Friday (35 hours per week). Workers may be requested to work on Saturdays, Sundays or Federal Holidays depending on the conditions of the fields, weather, and maturity of the crop. Overtime may be requested.</p> <p>The work day start times may vary from 3:00 a.m. to 5:00 a.m. and the work day end time is 11:30 a.m. to 1:30 p.m. (depending on the start time, shift, and weather). Workers are notified of any change in the start time. An unpaid lunch break of 30 minutes and two paid 10-minute work breaks are provided. On work days of less than 5 hours no lunch break will be provided, and one paid 10-minute work break will be provided. The second ten minute break is only provided on work days of 6 hours or more. Workers must refrain from performing any work during scheduled rest breaks and for the full period of the scheduled lunch break. Workers will be assigned a specific work schedule at the sole discretion of the employer. Work schedule assignments may be changed at the sole discretion of the employer.</p> <p>The work described in this Clearance Order is regular, full time work requiring all workers to be available for work on a daily basis. This is not "day work". Tardiness and/or unexcused absences will not be tolerated and will result in disciplinary action as set forth in the employer's employment policies.</p> <p>All workers not occupying employer-provided housing must provide the employer with contact information before the worker commences employment. This contact information will be used to notify the worker not to report to work due to inclement weather or when work is not available, to notify the worker of any change in the worker's daily work schedule, or for any other reason.</p> <p>Employees may experience a temporary reduction in work and/or a temporary work stoppage due to the natural agricultural cycle.</p>			

f. Job Offer Information 6

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Training and Production Standards																
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *																			
<p>TRAINING: Training will be provided for 5 days from each worker's initial date of employment. Workers will be allowed 5 days from the initial date of employment to reach the production standards of the activity.</p> <p>PRODUCTION STANDARDS: Because the average picking rate of a worker varies throughout the season based on weather, fruit/vegetable quantity, size, and variety, and other factors, there is no constant minimum number of cartons or totes that are required to be picked throughout the season. However, the employer has determined to the best of its ability the following minimum production standard:</p> <table><thead><tr><th>Commodity</th><th>Production Standard</th></tr></thead><tbody><tr><td>Romaine Hearts</td><td>6 - 8 Cartons</td></tr><tr><td>Romaine/Mix</td><td>9 - 13.5 Cartons</td></tr><tr><td>Celery</td><td>5 - 8.6 Cartons</td></tr><tr><td>Iceberg</td><td>6 - 8 Cartons</td></tr><tr><td>Broccoli/Cauliflower</td><td>5 - 9 Cartons</td></tr><tr><td>Cilantro</td><td>8 Cartons</td></tr><tr><td>Organic strawberries</td><td>4.5 crates</td></tr></tbody></table> <p>Therefore, workers will be expected to keep up with the pace of the crew which is determined by comparing a worker's hourly productivity to other workers assigned to the same commodity, crop variety, field site and location within a field site and at the time that work is performed. Employer will review workers' productivity at the end of a given pay period and not on a daily basis. If workers fail to keep up with the average minimum standard as defined above, workers may be offered alternate work, if available, or, after notice, workers may be terminated for cause.</p>				Commodity	Production Standard	Romaine Hearts	6 - 8 Cartons	Romaine/Mix	9 - 13.5 Cartons	Celery	5 - 8.6 Cartons	Iceberg	6 - 8 Cartons	Broccoli/Cauliflower	5 - 9 Cartons	Cilantro	8 Cartons	Organic strawberries	4.5 crates
Commodity	Production Standard																		
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H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Terminations
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>TERMINATIONS: The employer may terminate the worker if the worker: (a) refuses without justified cause to perform work for which the worker was recruited and hired; (b) commits serious acts of misconduct; (c) fails, after completing any training or break-in period, to reach productions standards when production standards are applicable; or (d) violation of company policies.</p> <p>All employees must respect and follow company policies, including but not limited to Rules of Housing, and including any new or changed policies which may be communicated during the course of the season. Employees must work in a safe manner and adhere to all safety training provided by the company. Employees must follow the directions of their supervisors regarding work efficiency and quality?the packs produced by the crews must adhere to the quality standards of the shipper for which they are harvesting.</p>			

h. Job Offer Information 8

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Payday Information
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>Payday: Workers will be paid on a weekly basis by check. Payday is Thursday of the week following the end of the payroll period.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Workers Compensation
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Workers Compensation: Liability insurance for the Employer will be provided by RISI dba Pan American Insurance Services located at 2529 Professional Parkway, Suite B, Santa Maria CA 93455. Policy number: RWC5000468-06, which is effective from February 1, 2021 until February 1, 2022, and will be timely renewed for the duration of the contract period.			

j. Job Offer Information 10

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Additional Job Duties
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Machine set up includes: Check machine for water and diesel; Put sticker on bags; Supply cartons for the day and put on the machine; Open or close machine; Put machine where crew will start; Move trailer. Workers may occasionally and/or sporadically perform duties associated with and directly related to the primary duties. Such work will be temporary and unsubstantial agricultural labor.			



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H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Itinerary
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Itinerary: All Field Labor will be simultaneously conducted at all field sites by all crews throughout the harvest contract: December 28, 2021 through April 11, 2022.			

l. Job Offer Information 12

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Offered Wage Information
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Offered Wage: Workers will be guaranteed not less than the higher of the AEWR in effect at the time work is performed, the prevailing hourly wage or piece rate, the agreed upon collective bargaining wage, or the Federal or State minimum wage for all hours worked. Employer will guarantee the required wage for work performed in Arizona (\$13.67 per hour unless the wage methodology changes by government or legal action). Also will pay no less than the prevailing wage of \$13.85/hour for iceberg and romaine lettuce and no less than \$13.91/hour for cauliflower. Higher or different wage rates may apply during contract period based on market, Higher or different wage rates may apply during contract period based on market conditions and/or job/crop activity, but no less than the required wage rate. Employer assures that the required wage rate will be paid during the entire period of the work contract and at the time that work is performed. Employer guarantees that if the piece rate results in an average hourly wage rate below the required wage, the employer will pay workers no less than the required hourly wage. If the OFLC publishes a lower AEWR or other wage rate during the H-2A period of employment, the employer may pay the lower rate as long as it remains the highest of the AEWR, state or federal minimum wage, prevailing hourly wage, or piece rate, or collective bargaining wage. If the prevailing wage (hourly or piece rate) increases during the contract period, the employer will pay any higher rate after written notice is received from the Department of Labor. Notice can be in the form of a written letter or publication in the Federal Register. If such rates decrease or there is a No Finding, employer may pay the lower rate as long as such rate remains the highest of the required rates at the time that the work is performed. If the worker is paid on a piece rate or group incentive basis and at the end of the pay period the group incentive rate does not result in average hourly piece rate earnings during the pay period at least equal to the amount the worker would have earned had the worker been paid at the appropriate hourly rate, (i) The worker's pay must be supplemented at that time so that the worker's earnings are at least as much as the worker would have earned during the pay period if the worker had instead been paid at the appropriate hourly wage rate for each hour worked. Overtime for hours worked in Arizona will be paid after 10 hours a day or 60 hours a week. The overtime rate for overtime performed in Arizona is \$20.505.			

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H. Additional Material Terms and Conditions of the Job Offer

m. Job Offer Information 13

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - COVID-19 Precautions
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>COVID-19 PRECAUTIONS:</p> <p>All federal, state and local COVID 19 requirements and guidelines will be implemented and strictly followed, including but not limited to the CDC, OSHA, EEOC guidelines. Moreover, all company COVID 19 policies are subject to change based on federal, state, and/or local requirements and guidelines. Any employee violating these measures will be subject to disciplinary action up to and including termination.</p> <p>Weekly transport into town for shopping will be subject to approval by the local public health departments COVID 19 requirements and are subject to change per federal, state, and local COVID 19 guidelines.</p> <p>Housing: Isolation/self-quarantine housing will be available on or off-site. Alternative emergency housing may be coordinated through the county's emergency services at the time of need if on/off site isolation/quarantine housing is filled to capacity.</p> <p>There will be no charge for any alternative COVID 19 housing and meals will be brought to the self-quarantined employee three times per day, seven days per week.</p> <p>The employees should expect to be tested for COVID-19 and may, with some exceptions established by law, be required to be vaccinated before entering the United States.</p>			

n. Job Offer Information 14

1. Section/Item Number *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions - Number of Workers
3. Details of Material Term or Condition (up to 3,500 characters) *			
<p>Alco seeks certification for 50 H-2A workers and 100_total workers. Of the 100 total workers,50 will be local domestic workers who do not require housing.</p>			



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H. Additional Material Terms and Conditions of the Job Offer

o. Job Offer Information 15

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Housing Part II
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>The Company assumes no responsibility whatsoever for housing arranged by workers on their own. The employer will not provide a housing allowance or assistance to workers eligible for employer-provided housing who elect to provide their own housing. Workers who elect to provide their own housing will not be offered daily transportation to and from the worksite and/or transportation to and from shopping facilities, from their housing location. Workers who elect to provide their own housing will not be offered or provided transportation from their elected housing to pre-designated pick-up points (i.e., workers will not be picked up at their elected housing by the employer). Such workers may decide to provide their own transportation to and from the worksite. They may also decide to provide their own transportation to and from their own housing to the pre-designated pick-up points in order to ride free bus transportation to and from the pre-designated pick-up points to the fields where they will be working.</p> <p>Housing is offered to workers only. No housing will be provided to non-workers. Female workers will be offered housing with bedroom and bathroom facilities shared only with other female workers. Common areas of the housing may be shared with male workers.</p> <p>No tenancy in employer-provided housing is created by the offer of employer-provided housing. The employer retains possession and control of the housing premises at all time. Workers housed under the terms of this Clearance Order shall vacate the housing promptly upon termination of employment.</p> <p>Reasonable repair costs of damage other than that cause by normal wear and tear will be deducted from the earnings of workers found to have been responsible for willful or negligent damage to housing or furnishings. The employer will not make any deduction from the wage or require any reimbursement from an employee for any cash shortage, breakage, or loss of equipment, unless it can be shown that such shortage, breakage, or loss is caused by a dishonest or willful act, or by the gross negligence of the employee.</p>			

p. Job Offer Information 16

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Meal Provision Information
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>No rebate will be made if a worker fails to take advantage of an employer-prepared meal. The employer will deduct for 3 meals a day, seven days a week because it assures that such meals will be provided. Deductions will be made only for meals provided by the employer. Meals will be provided by the caterer, El Sandillon. Breakfast will be served at the hotel, lunch will be served in the Field, and dinner will be served at the hotel. Meals will be in individual Styrofoam containers. Utensils provided with the meals. Seating will be provided by the employer at all locations.</p> <p>Workers occupying employer-provided housing without kitchen facilities who are absent from work due to reported illness will be provided with instructions about when and how to request their meals during days when any meals are provided at the worksite.</p>			



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H. Additional Material Terms and Conditions of the Job Offer

q. Job Offer Information 17

1. Section/Item Number *	E.1	2. Name of Section or Category of Material Term or Condition *	Meal Provision - Housing Part I
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>The employer will offer housing, bedding (mattresses, blankets, sheets, pillows and pillow cases), storage for personal belongings, and utilities at no cost to workers recruited from beyond normal commuting distances who are unable to return to their place of residence on a daily basis. The Employer assures that all rental and/or public accommodations will meet local, State or Federal Standards.</p> <p>Employer-provided housing will be clean and in compliance with applicable housing standards when made available for occupancy and will be maintained in compliance with applicable standards during the period of occupancy. The Employer assures that all rental and/or public accommodations will meet local, State or Federal Standards. Workers occupying employer-provided housing will be responsible for maintaining their living areas in a neat, clean manner and in compliance with the employer's "Housing Complex Rules", a copy of which will be provided upon assignment to housing. Specifically, workers must maintain housing in the same conditions as provided by the employer at the time of initial occupancy (i.e., beds may not be moved closer together; mattresses may not be moved onto the floor).</p> <p>Family housing:</p> <p>As provided by regulation, housing is to be provided to families who request it and only if it is the prevailing practice in the area of intended employment. It is not the practice in Yuma to provide family housing.</p> <p>Workers may be reached at the following address and phone number</p> <p>ADDRESS: 2750 E. 13th Street, Yuma, Arizona 85365</p> <p>PHONE: Contact Michele.Pena@alcoharvesting.com; (805) 863-6044</p> <p>Mail intended for workers should be addressed to the worker at the housing address above. In case of emergency only, workers occupying employer-provided housing may be contacted by calling Carlos F. Encinas at the above number.</p> <p>Workers eligible for employer-provided housing may elect to provide their own housing at the worker's expense. Such election must be in writing. Workers eligible for employer-provided housing who elect to provide their own housing may withdraw such election at any time during the period of employment, and upon doing so will be provided housing by the employer as set forth in this Clearance Order. A worker who elects to provide his or her own housing and subsequently withdraws such election may not again elect to provide his or her own housing during the same employment season.</p>			

r. Job Offer Information 18

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Required Departure
<p>3. Details of Material Term or Condition (up to 3,500 characters) *</p> <p>REQUIRED DEPARTURE: H-2A workers must depart the United States at the completion of the work contract period. H-2A workers must also depart the U.S. immediately, upon termination of employment, either voluntarily or involuntarily. If registration upon departure is required, employer will notify such H-2A workers of the required departure registration and the place and manner of such registration.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

s. Job Offer Information 19

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation - Daily Transportation Continued
3. Details of Material Term or Condition (up to 3,500 characters) * The use of this transportation is voluntary. No worker will be required, as a condition of employment, to utilize any of transportation offered by the Company. Such voluntary transportation will include buses and will be in accordance with applicable laws and regulations. Workers are free to provide their own transportation to and from the daily work site. Workers who commute daily have the option to drive their own vehicles to the work site or come to pre-designated pickup points to ride free bus transportation to and from the work site. Workers living in Company provided housing will be provided free transportation to and from their housing locations and the work site or pre-designated pick-up location.			

t. Job Offer Information 20

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - California Tax ID
3. Details of Material Term or Condition (up to 3,500 characters) * 013-6895-0			



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H. Additional Material Terms and Conditions of the Job Offer

u. Job Offer Information 21

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Additional Job Requirements
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Workers should come prepared with appropriate clothing and footwear for the environmental and working conditions described.</p> <p>The work may entail exposure to plant pollens, insects, snakes, rodents, noxious plants and/or plant materials that have been treated with insect and/or disease control sprays. The Company will comply with all worker protection standards and restrictions applicable to pesticides and other chemicals. Workers are also required to comply with all applicable worker protection standards as communicated by forepersons, supervisors, and managers.</p> <p>Daily individual work assignments will be made by, and at the sole discretion of, the Company as the needs of the harvesting operation dictate. Workers must perform the assigned work, and work at the assigned crew/field site, and may not switch assignments or crew/field site without the specific authorization of a company supervisor. Workers may be re-assigned to a different workstation at various times during the workday and/or on different days.</p> <p>Workers will be expected to comply with all provisions of this Clearance Order and the Company's work rules, policies and procedures, and to perform any and all assigned tasks in a work-person-like and efficient manner. Failure to do so will subject the worker to the employer's disciplinary procedures. Also endeavors to produce a premium product. This is a demanding, competitive business. A high-quality product is expected and demanded by our customers. Sloppy or improper work cannot and will not be tolerated.</p> <p>All safety rules and instructions must be meticulously observed throughout the workday. All Alco rules and policies must be followed, to the extent that they do not conflict with the provisions of this Clearance Order and/or the U.S. Department of Labor's H-2A regulations. A copy of the applicable rules and policies will be provided to each worker on or before the first day of work. Failure to comply with the Company policies and/or meet expectations will result in the applications of disciplinary procedures, up to and including termination.</p> <p>No persons conducting activities prohibited by law are permitted on company premises or in housing. Visitors are not permitted to remain in the housing overnight. Importantly, no non-working children may be present at or adjacent to the worksite or left in vehicles at or adjacent to the work site, or in Company provided housing during the workday. Workers arriving to work with non-working children or other non-workers will be sent home.</p> <p>Employees must not report for work, enter the worksite, or perform service while under the influence of or having used alcohol or any illegal controlled substance. Employees must not report for work, or perform services, while under the influence of, or impaired by, prescription drugs, medications or other substances that may in any way adversely affect their alertness, coordination, reaction response or safety. The Company may require the worker to submit to a drug/alcohol test, at the employer's expense, upon the occurrence of a reportable accident, or upon reasonable suspicion, or if the employee's name is randomly drawn in conjunction with the Company's Substance Abuse Policy (e.g., for employees in safety sensitive positions such as forklift and tractor drivers).</p> <p>Drug screening is post offer, post hire, can be random, and is at no cost the employees.</p>			

v. Job Offer Information 22

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Arrival/Departure Records
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Employees permit the employer and/or employer's agents to access electronically-issued Arrival/Departure Records (Form I-94) issued by the Customs and Border Protections</p>			



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H. Additional Material Terms and Conditions of the Job Offer

w. Job Offer Information 23

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Additional Inbound/Outbound Information
3. Details of Material Term or Condition (up to 3,500 characters) * - Additional Inbound/Outbound Transportation Information Inbound: Employees in the H-2A program (U.S. corresponding workers who are unable to return to their permanent place of residence on a daily basis and H-2A workers) are reimbursed for travel and food expenses incurred from the place of recruitment to the final job destination. For H-2A workers, the Employer will provide transportation for the employees (bus) at no cost. For the employees from Zamora, Mexico, the Employer will pay for airplane ticket to Tijuana, Mexico and from Tijuana, the Employer will bring the employees in a bus at no cost to the workers. For workers who complete 50 percent of the work period, the Company will reimburse the worker for costs incurred by the worker for transportation and reasonable subsistence from the place from which the worker has come to work for the Company which is the place of recruitment (for H-2A workers the place of recruitment is Zamora and Tijuana, Mexico). Notwithstanding the language in the preceding paragraph (i.e. reimbursement of inbound transportation and subsistence and visa costs at the 50% mark), the employer will reimburse inbound transportation and subsistence and visa costs before the end of the first week, if required by law. (For example, if employees pay for inbound transportation or subsistence, or any part thereof, if such cost results in a wage during the first work week that is below the required wage, the employer will reimburse the employee for such costs before then end of the first work week.) Outbound: If workers complete the period of employment, the company will provide or pay for the workers transportation and subsistence from the place of employment to the place from which the worker came to work for the Company which is the place of recruitment. For H-2A workers, the Employer will arrange a bus back to Tijuana at no cost to the employee. For the Zamora employees, the Employer will pay the workers a cost for the bus ticket and the cost for a plane ticket from Tijuana to Zamora as well as the cost bus fare to their home. If the worker completes the period of employment, the Company will provide or pay for the worker's transportation and subsistence from the place of employment to the place from which the worker came to work for the Company which is the place of recruitment as defined above. Return transportation will not be provided to workers who voluntarily abandon employment before the end of the employment period, or who are terminated for cause. For the purposes of this paragraph, the "period of employment" shall be the period from the first workday the worker is at the Company's work site and is ready, willing, able and eligible to work, until the anticipated ending day of employment set for in Item 9 of this Clearance order, or until the services of the worker are no longer required, whichever comes first. Subsistence for inbound and outbound transportation will be reimbursed at the rate of \$13.17 per day without documentation and of actual expenditures, and at actual cost up to a maximum of \$55.00 per day with documentation of actual expenditures. The amount of reimbursement for transportation shall be the worker's actual cost, but not more than the most economical and reasonable common carrier transportation charges for the distance involved. If the Employer advances inbound/outbound costs to H-2A workers, it will advance such costs to corresponding domestic workers.			

x. Job Offer Information 24

1. Section/Item Number *		2. Name of Section or Category of Material Term or Condition *	
3. Details of Material Term or Condition (up to 3,500 characters) *			